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To the Department of Anthropology:

I am writing to inform you of a recent change that will impact the Department. Dr. Juan Obarrio, Professor of Anthropology is no longer a member of the Department after the University's Board of Trustees acted to revoke his tenure and terminate his faculty appointment.

In advance of this action by the Board, the University's Office of Institutional Equity (OIE) conducted an investigation into reports that Dr. Obarrio engaged in sexual misconduct and other inappropriate behavior toward a visiting student in violation of the University's Sexual Misconduct Policy. Following the investigation, OIE issued recommended findings that Dr. Obarrio violated the Sexual Misconduct Policy. I accepted those recommended findings, and pursuant to our policies and procedures, the matter proceeded through the Homewood Academic Council, the Provost, and the President before the Board of Trustees took final action to revoke Dr. Obarrio's tenure and terminate his employment.

The faculty conduct in this matter is deeply concerning to me, and to the School and University more broadly. We are committed to providing our students, faculty, staff, and trainees with a safe and healthy working and learning environment and take allegations of sexual harassment and learner mistreatment very seriously.

If you experience or witness conduct that violates University or School Policies, there are a variety of reporting options and resources available, including the Office of Institutional Equity (<https://oie.jhu.edu/>; 410-516-8075; oie@jhu.edu), Safe at Hopkins (<http://www.safeathopkins.org/>; 443-997-7000); and the University's Compliance Hotline, <https://johnshopkinsspeak2us.tnwreports.com>, 1-844-SPEAK2US (1-844-773-2528).

Additionally, if you would like to speak on a **confidential** basis about your experiences or concerns, you are welcome to contact the JHU Sexual Assault Helpline, 410-516-7333; The Johns Hopkins Student Assistance Program (http://jhsap.org/our_counselors/index.html; 443-287-7000), and/or mySupport (formerly known as Faculty and Staff Assistance Program or FASAP) (<https://hr.jhu.edu/benefits-worklife/support-programs/>; 443-997-7000). Additional information on OIE and other confidential and non-confidential internal and external resources can be found here, <https://sexualassault.jhu.edu/policies-laws/>.

Sincerely,

Beverly Wendland

Dr. Beverly Wendland, James B. Knapp Dean
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